

Dues Increase Goes to Officials' Salaries and Perks

The Big Dues Swindle

When the biggest dues increase in Teamster history was announced, officials said they would use that money to build Teamster power. But a careful analysis of union financial reports shows where a lot of the dues increase really went — to bigger salaries and more perks for some of these same officials.

Last year 270 Teamster officials made over \$100,000. That was a 20 percent increase from the prior year. The dues increase went into effect in July of last year.

While our wages and benefits are

under attack, certain Teamster officials are doing fine. Even better than fine — many of these fat cats are laughing all the way to the bank.

\$100,000 Club

If you don't believe it, just look at the \$100,000 Club, a listing of all Teamster officials who make over \$100,000 a year, on pages 6 and 7 of this issue.

Are you concerned by this misuse of members' dues money to support the lavish lifestyles of a

few Teamster officials? Are you glad that you can count on TDU to be the watchdog looking out for your rights and fighting the fat

cats? Then join TDU and help support the reform movement. Just fill out and return the membership application on this page.

Health Benefits Cut – Members Fight Back

Some Western Teamsters have been hit with a drastic cut in medical benefits. And Teamsters in the Midwest and South have been told big cuts are coming soon. "Strong health care with no increased costs to members" — that was the IBT's promise to UPS, freight and carhaul Teamsters when we voted on our contracts. Was it a lie?



PLUS: Battle for Justice in Central States Fund Moves Forward
See page 9 for more.



Some members of my local make as little as \$7 or \$8 an hour. They struggle just to pay their basic bills.

When members see that some Teamster officials are paying themselves more than a \$100,000 out of their dues money, it turns them off. And when you turn off members, you're weakening the union.

These officials should be less worried about pay raises for themselves and spend more time fighting for pay increases for the members. Then members will feel like officials are earning what they make.

TDU is about fighting for the members. Together we can assert our rights and win better pay and working conditions.

Lawrence Martin, Local 966, Coinmach Corp., New York City

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (_____) _____ Company _____

e-mail address _____

☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production

other _____

____ \$40 one-year membership & subscription to *Convoy Dispatch*.

____ \$95 three-year membership fee.

____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year.

____ \$25 for retirees. Retired from Local _____

Check or money order

Mastercard/Visa # _____ Exp. date ____/____/____

Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

TDU Convention

Oct. 24 - 26

Westin Hotel

Detroit Airport

See pages 11-12.



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Did Your Local Officers Bag Over \$100,000?pp. 6-7

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Letters From Our Members

Contract Concessions After the Contract?

Well I guess those of us in unionized freight are going to get the shaft once again. We just signed a contract in April. Did anyone on our negotiating committee address the fact that the Western States Teamsters Health and Welfare fund was underfunded?

Last I remember during the negotiations the companies were asking for a co-pay on our insurance costs, and the International touted the fact that we beat them back on this concession. I can see that they got in the back door on this issue, or we were hoodwinked.

Here in Phoenix at Teamsters Local 104 we were sent a notice of a change in our Health and Welfare benefits. We are being hit with very large deductibles, up to six hundred dollars a year per family, two hundred a year per person. Also most of us are going to an eighty-twenty policy, and some a sixty-forty policy, unless we sign up for a HMO. Our out of pocket medical expenses can be up to twenty-two hundred dollars a year.

Correct me if I am wrong, but did we make anywhere near that in raises this or any other year of the contract? So once again our wages are cut back, seems like that has been the trend for oh so many years now.

Oh, and by the way, they are cutting back on our pensions as well, might as well make a clean sweep of it. It seems we are an endangered bunch, those of us in unionized freight.

Jeffrey S. Kolnicki
Local 104, Roadway
Phoenix

Construction Subcontracting

We need a Teamster contract for stone delivery drivers. Too many nonunion quarries are making their own deliveries to union job sites using nonunion drivers. This practice undermines our Teamster jobs and potentially undercuts our wages and benefits. We need a rider under the Construction/Highway Heavy agreement

How to Contact TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

National Office: P.O. Box 10128, Detroit, Mich., 48210. Phone: (313) 842-2600. Fax: (313) 842-0227. e-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225 Phone: (718) 287-3283. Fax: (718) 287-3287. e-mail: tdueast@tdu.org

that calls for all job site driving to be done by Teamsters. Locals covering the construction jurisdiction need to make this issue a key organizing and bargaining priority.

Scott MacDonald
Local 179
Joliet, Illinois

Retirees Want to Stay Active

The rules on reemployment are a puzzle at best and a straight jacket at worst. Why can't we stay active and supplement our pension income after retirement?

The expert advice is that the way to be a happy, successful older person is to have a purpose in life and to maintain quality relationships.

There are all sorts of studies about longevity. People should take a look at the suicide rate among elderly Americans — especially males. We need to continue to make our lives

meaningful and one aspect of that can be another job. This reemployment rule is denying my inalienable rights of "life, liberty and the pursuit of happiness."

Patrick Reardon
Local 7, Alvan (retired)
Kalamazoo, Mich.

Want to meet Teamster reformers from throughout our union?

Attend the TDU Convention!

See pages 11-12 for more information.

New Issue of ¡Adelante!

The fall issue of TDU's bilingual newspaper, *¡Adelante!*, will soon be available. Stories include:

- the fight against corruption and for members' rights in Local 854
- using the grievance procedure to enforce your rights
- how to protect the rights of immigrant workers on the job
- Teamster meatpackers fight safety and wage violations
- organizing for pension justice in the Central States and West

Free copies are available for distribution to Teamster members. Contact TDU for details.



Send Us Your Letter by E-Mail

We'd like to hear from you! You can send us a letter by e-mail. Either visit our web page at

www.tdu.org and use the link provided there, or e-mail your letter to letters@tdu.org.



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Who We Are

CONVOY DISPATCH is the voice of Teamsters for a Democratic Union. We are the united rank and file movement to reform the Teamsters, created out of the merger of PROD and TDU.

We are truck drivers, dock workers, production workers—every kind of Teamster, and spouses, too.

We are a grassroots organization with chapters from coast to coast in the USA and Canada. We believe in returning this union to the membership and we are doing it. We are a democratic organization in which every member has a voice and vote. Our 15-member International Steering Committee was elected in November 2002 for one year. Our Rank & File Convention had over 400 representatives present.

We are proud Teamsters standing up for our rights. TDU invites all Teamsters, interested in defending our contracts and reforming our union to join us. We do reserve the right to exclude those who are opposed to TDU and its principles.

Rank & File Bill of Rights

I. DEMOCRATIC BY-LAWS. All business agents and stewards should be elected. Vacancies in office should be filled by special election within three months. Local union committees should be elected. Contract and strike votes should be by majority (not two-thirds). All contracts should provide for elected officers retaining company seniority.

II. DIRECT ELECTION OF OFFICERS. General President and all International officers should be elected by the membership. International VPs elected by regions. An end to trusteeships and split-off locals.

III. A FAIR GRIEVANCE PROCEDURE. Innocent until proven guilty, right to remain on the job until final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.

IV. PRESERVATION OF WORKING CONDITIONS. The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.

V. SAFETY AND HEALTH. We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right, backed up by our union, to refuse unsafe work or hazardous conditions. We are not machinery.

VI. EIGHT-HOUR DAY AND FIVE-DAY WEEK. Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four-day work week. We work to live, not live to work!

VII. A DECENT PENSION. Every dollar in the pension funds belongs to us. We are entitled to 25-and-out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.

VIII. JUST SALARIES FOR OFFICERS. A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.

IX. EQUALITY AMONG TEAMSTERS. Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.

X. END TO DISCRIMINATION. Employers have used the differences in age, race and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

TDU International Steering Committee

Co-Chairs:

Joe Fahey, Watsonville, Calif., Local 912
Maria Martinez, Pasco, Wash., Local 556
Michael Ruscigno, New York Local 802
Michael Savoir, Kansas City, Mo., Local 41

Organizer:

Ken Paff, Detroit

Trustees:

Willie Hardy, Memphis Local 667
Erik Jensen, Minneapolis Local 320
Matt Latzo, Baltimore Local 570

Members:

Millie Gonzalez, Puerto Rico Local 901
Jim Jacob, Providence, R.I. Local 251
Roy Kruchten, Chicago Local 705
Ashley McNeely, Minneapolis Local 2000
George Saavedra, Vallejo, Calif., Local 490
Dawn Stanger, Vermont Local 597
Frank Villa, Los Angeles Local 630

Alternates:

Kirk Stephenson, Seattle Local 763
Louis Irby, Little Rock, Ark., Local 878
John Love, Reading, Pa., Local 429

Teamsters Paying for Border Delays

NAFTA has made the Ambassador Bridge the most heavily used border crossing between the U.S. and Canada. An estimated 3.5 million trucks cross the border at Detroit-Windsor each year, representing about \$92 billion of U.S.-Canadian trade. The increased volume and the security precautions in the wake of 9-11 have made it very slow going for many Teamsters. On any given day, the line entering the customs area can extend for over a mile. Drivers report delays of up to five hours.

In an effort to address these problems, the Detroit River Tunnel Partnership, a private concern, said it signed an agreement with the Teamsters union that signaled the union's support for a \$600 million plan to convert a railway tunnel under the Detroit river into a roadway for trucks. James Hoffa signed a letter of understanding regarding the use of union labor in the construction of the proposed tunnel. A customs truck plaza would be built on the Canadian side.

This plan may or may not ever happen, but meanwhile many Teamsters are losing a lot of time and money. Cassen car haulers say they now make two turns per day from

their yards in the Detroit area to yards in Windsor. A few years back they were able to make three and sometimes four trips per day. Car haulers are paid by the load so these Teamsters have seen a significant pay cut over the past couple of years. Yellow drivers making runs through Canada, to and from Buffalo, report frequent delays.

Federal law requires delays to be logged as drive time. Some drivers are laying down after ten hours but others push on for fear of discipline from dispatch or management.

It's clear the NAFTA and 9-11 security concerns have permanently altered the nature of the work and these changes haven't been addressed under Teamster contracts. Many locals have longstanding letters or side agreements regarding practices at the U.S.-Canada border. This language doesn't fit the current reality faced by many Teamsters. Border past practices need substantial review. We need consistent contract language so any Teamster running through the Ambassador Bridge is covered under the same work rules. The next time Hoffa

holds a press conference in Detroit, let's hope he announces a letter of understanding regarding all the border issues affecting working Teamsters.

Alternatively, Teamsters need to run the U.S.-Canada border by the book and

force the employers to foot the bill. Local and IBT officials need to back them up.

Contact TDU with your stories and information regarding issues at the border.

Freightlines

Tyson Johnson New Freight Director

Tyson Johnson has replaced Phil Young as director of the Freight Division. Johnson previously was the assistant freight director, and heads Dallas Local 745. He was suspended from Teamster membership, and was initially ineligible to run on Hoffa's slate, for his role in an embezzlement scheme at Local 745. Young will continue as an International Vice President and Trustee of the Central States Fund.

Roadway Execs Cash in on Yellow Deal

According to filings made in August with the Securities and Exchange Commission, Roadway Board Chairman Michael Wickham sold most of his remaining stock in the company, earning \$6.6 million, while CEO James Staley sold shares valued at over \$6 million after Roadway agreed to a proposed purchase by Yellow. CFO Dawson Cunningham pocketed nearly \$6 million as well on two separate sales days in August. Other insiders made off with another \$7 million according to the filed papers.

Time to Organize at the 'new' DHL

Shareholders have approved the sale of Airborne to DHL Worldwide Express, a subsidiary of Deutsche Post. DHL said it would integrate Airborne into its existing operations with both companies operating under the DHL brand. Airborne Teamsters report hundreds of DHL driver/contractors have been given pink slips. The "new" DHL consists of many "old" DHL and Airborne terminals that remain nonunion. This merger presents the IBT with a golden opportunity to organize throughout the system.

IBT takes over Emery Local 287 Dispute

Over six months ago, Emery Worldwide shut down the terminal closest to its corporate headquarters in Redlands, Calif. Long-time Teamsters from Local 287 were without work just one year into their current contract. The freight they formerly delivered and picked up in San Jose, Oakland and South San Francisco areas was being rerouted through Stockton and handled by nonunion contractors. Chuck Mack and Local 287 officials have held negotiations with Emery over the shutdown for a number of months. No progress has been made in either reopening the operation or getting Emery Teamsters a decent severance package. Teamsters at other Emery terminals across the nation have registered their concern over this issue. If it can happen in management's backyard, what's to say it can't happen elsewhere, and soon? In late August, Local 287 officials informed their members that the IBT was taking over negotiations with Emery. Let's hope Hoffa and Mack do more than talk to preserve good Teamster jobs in northern California and across the nation.

Cintas Uniforms at Roadway

Two unions, the Teamsters and UNITE, are waging a national campaign to win union recognition for workers at Cintas, a notorious anti-union company. More than 100 unfair labor practice charges have been filed against the company with the National Labor Relations Board. Cintas has a million-dollar plus agreement with Roadway to supply and clean the uniforms Teamsters wear. The IBT needs to tell Roadway to honor the provision in the freight contract that calls for uniforms with a union label. Either Roadway helps get Cintas to bargain in good faith or Cintas loses the valuable Roadway account. Teamsters could show their solidarity with the IBT organizing drive and refuse to wear Cintas-provided uniforms until there's a decent union contract. Working together, all Teamsters can make this our organizing victory.

Overnite on the Sales Block

Union Pacific, parent company for Overnite, plans to spin off the LTL carrier after a 17-year association. Analysts estimate the initial offering for all Overnite shares could run from \$500 to \$800 million. Union Pacific bought the firm in 1986 for a share value of \$1.2 billion. Experts point out this is an opportune sales moment because of the restructuring of the LTL sector in the wake of the Yellow-Roadway deal. If so, why can't UP make back their initial investment? Maybe they overpaid. It's nice to know that the celebrated shareholders may take a loss after so many decent Overnite workers did the same.

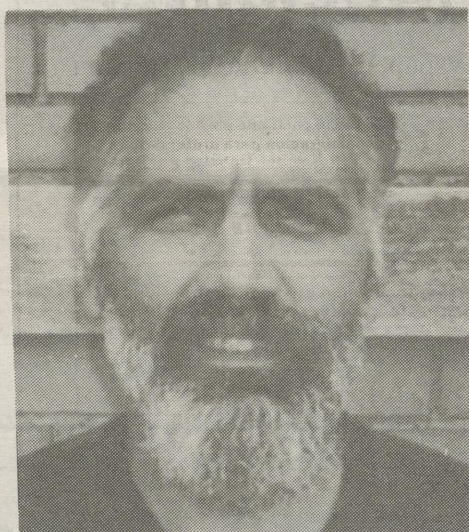
Last year was my first convention. The freight meeting was good for going over our issues and networking with other activists.

Come to Detroit and help us make plans for dealing with the freight industry.

We know the road ahead could be tough but TDU puts us in a better position to take on our daily battles.

Joe Medrano

**Local 614, USF Holland
Pontiac, Mich.**



Special Workshop at TDU Convention

From the freight dock and UPS truck to the new global logistics: what's in store for Teamsters?

Globalization has far-reaching effects on Teamster jobs in parcel delivery, freight, carhaul and warehousing. Transportation jobs can't be sent overseas but corporations with global reach can change how our work is done and who does it.

Yellow's buyout of Roadway, Deutsch Post's takeover of Airborne, UPS Logistics'



expansion and effect on other Teamster jobs (like carhaul) ... all are part of trends that stem from the globalization of the economy.

Attend this workshop at the TDU Convention to find out what it means and what we can do to protect good Teamster jobs and build our union.

Guest Speaker Edna Bonacich

Edna Bonacich is a professor of Sociology and Ethnic Studies at the University of California at Riverside. She is an expert on global logistics and its effects on workers and unions. She is currently working on a project on the ports of Los Angeles and Long Beach and the transportation systems that stem from them.

Two Months Into Contract ... Concessions

Has Carhaul Contract Been Reopened?

Just two months ago carhaulers ratified a five year agreement, but it actually appears that it has already been reopened to give concessions!

Carhaulers recall that James Hoffa, Doc Conder, and other top officials promised that Teamster health benefits would be "maintained for five years ... maintaining the best health coverage with NO worker co-payments."

Now, health benefits have been seriously cut for all carhaulers in the West, and the Central States Health and Welfare Fund appears to be about to announce big cuts also.

What happened to the promises? Are they going to pretend that two months ago they didn't know these cuts were coming? Why were they kept secret until after the votes on the freight and carhaul contracts? (See article page 9.)

Allied's 'Individual' Concessions

In addition to the drastic cuts in health

coverage that will affect 80 percent of all Teamster carhaulers, Allied is already going after concessions, and top Teamster officials have said it's okay with them. As long as it's "voluntary" Teamsters can be pressured to give up contract benefits.

Allied CEO Hugh Sawyer has sent another of his vanity videos to all Allied Teamsters, and in the tape he states that he will be asking Teamsters to give up certain contract benefits.

Spring Hill Teamsters Under the Gun

At the Spring Hill, Tenn., Saturn terminal, where Allied has 110 Teamsters working under the threat of losing the traffic in the next two months, we see the fruits of this anti-union campaign.

Management set up a room in the terminal where certain stewards (!) called in Teamsters individually and asked them to sign away all their sick days. Some were told if they did not

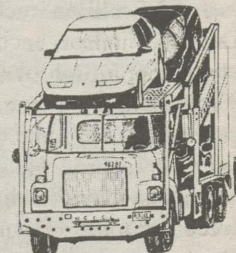
sign, then they should instead sign a resignation letter.

This union-busting tactic has divided the work force, where many Teamsters are understandably worried about the prospect of losing the work and reluctantly signed on. Others have stood strong for our Teamsters Union principles and contract, and circulated a group grievance and an NLRB charge.

The real shame here falls on the leadership of Nashville Local 327, and on Doc Conder and the national union leadership. They have taken no action to protect the members, have no plan to deal with Allied, and in fact gave the green light to management to pursue this union busting to weaken the union. Members who have called Carhaul Director Doc Conder and IBT Secretary-Treasurer Tom Keegel report that both said what Allied was doing was just fine, "as long as it's voluntary."

What good is the contract if after two

months we are told by top leaders it's okay to "voluntarily" give up our benefits? And what good is the word of our union leadership who lied and told us our health benefits would be protected and maintained for five years in this contract?



How the Wage Freeze Works

Teamster carhaulers have been hit with a two-year wage freeze. But most of the top officials who negotiated that contract got a nice salary raise. (See pages 5-7.). Perhaps their salaries should be tied to contracts they bargain?

Key Carhaul Locals Rejected Contract

We previously reported that **Detroit Local 299** voted No on the contract. After that, we learned that **Nashville Local 327** voted No by 55 percent, **St Louis Local 604** voted No by 81 percent, and **Chicago Local 710** voted No by a 60 percent margin. These are four of the largest carhaul locals in the union.

The International Union announced that the carhaul contract was ratified with a 72 percent Yes vote, but has *never even*

revealed the vote count nationally. The count in each local and for all supplements should be made available to members. This was done for UPS and freight Teamsters. *Why not carhaulers?*

It now appears possible that there was vote fraud in the union's vote on at least one supplement (see article this page). It's high time for the union to quit hiding the numbers and let working carhaulers know the details of the contract vote.

Carhaul Supplement Rejected

Michigan Office Workers Supplement Vote Rigged?

There is evidence that the vote on the smallest supplement to our national carhaul contract was fraudulently rigged in order to declare that the national contract was "ratified." That's what Michigan office workers employed by Allied and E&L have claimed in a letter to the International Union.

A majority of the covered office Teamsters in Michigan say that they voted "No" on the July 24 revote on their supplement. But the votes, which were sent to Washington, D.C., with no observers allowed, were reported as passing the supplement!

The office workers rejected their first offer, thus calling into question the acceptance of the national agreement, under a protective clause in the Teamster Constitution which TDU fought for, and which was won in 1991. We have a guaranteed Right to Vote on contract supplements.

So the International Union made token changes — but did not deal with the job

security issue in question — and ordered a second vote. In that vote, business agents came to union offices, passed out ballots, and walked out the door with the ballots in a brown envelope.

When the Local 299 steward at E&L requested that they be counted on the spot, with observers, the Local 299 officers refused and told him they were directed to send the ballots to Washington.

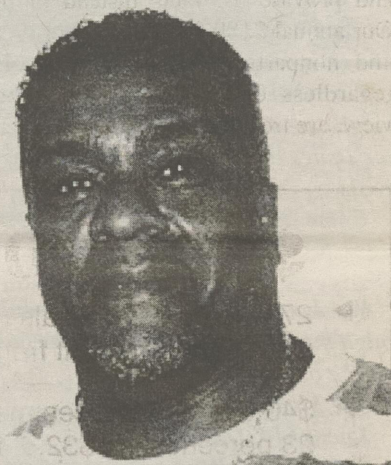
The office workers have networked and filed charges under the union constitution against James Hoffa and Doc Conder as the responsible officers.

These carhaul Teamsters are not asking for the moon.

They ask for job security protection, so that the remaining union office jobs will not disappear as so many others have. And they are asking that our union conduct honest contract votes. They deserve the support of their local unions and fellow Teamsters.

This will be my first TDU Convention. Our local is failing us in every way, from managing our local to contract negotiations to everyday representation. I'm coming to Detroit with some of my co-workers to get the skills to fight back and build a strong Local 507.

Emmett Tolbert
Local 507, Riser Foods
Cleveland



The Grocery Bag

Get Rich Working in Grocery Warehousing!

That might sound ridiculous to Teamsters working in the industry. But not to management. *Supermarket News* reports that the CEOs of Kroger, Albertsons and Safeway each made over \$1 million in salary alone last year. Total compensation for Kroger CEO Joseph Pichler, including long-term benefits, was \$3.9 million. For Albertsons' CEO Lawrence Johnson, it was \$12.2 million!

C&S Buys Fleming Warehouses, Sells Many Off

Fleming, which declared bankruptcy earlier this year, has sold off all of its grocery warehouse operations to C&S Wholesale Grocers. Our union at one point had 20 Fleming warehouses under contract.

Vermont-based C&S is holding onto some distribution centers and reselling the rest. They are keeping wholesale-distribution facilities in California and Hawaii. They have resold other ex-Fleming warehouses to regional wholesalers.

C&S will now assume the Teamster contracts at the former Fleming warehouses in California. Our union already has a few contracts at C&S warehouses on the East Coast, though the majority of their locations operate nonunion.

Fleming's Wisconsin and Ohio warehouses are being sold to Supervalu. The president of Local 200 in Wisconsin has told the press that Supervalu will likely close three Teamster-represented distribution centers: the Waukesha, Wisc., warehouse, which employs 180 Local 200 members; the La Crosse, Wisc., warehouse, which employs Local 695 members; and the Massillon, Ohio, warehouse, which employs about 350 Local 92 members.

Prior to the sale, Fleming had already shut down about 15 distribution centers.

TDU Study Shows

IBT Officials Are Living Large

How many rank-and-file Teamsters make \$100,000 a year? Not many. But a shocking number of Teamster officials do, and the number is skyrocketing, many of them topping \$200,000.

Last year 270 Teamster officials bagged salaries over \$100,000. That's the biggest number ever, and a 20 percent increase from just the prior year. These 270 officials received total compensation of \$40 million in dues money, a \$7 million increase from the previous year. The dues increase, which top officials said would be used for strikes and organizing, went into effect in July of last year.

These are just some of the findings from our intensive study of our union's 2002 financial reports. Hundreds of union financial records have been reviewed and analyzed to bring you the comprehensive list on pages six and seven of all Teamster officials who take home more than \$100,000 a year in union salaries.

Only TDU has the resources and integrity to shed light on our union's finances and provide the facts instead of the PR. Our annual \$100,000 Club report is factual and nonpartisan. All Teamster officials, regardless of their position or political view, are treated equally.

Officers' Salaries Skyrocketing

An analysis of this year's \$100,000 Club in comparison to prior years shows a clear pattern. After years of slow but steady moderation, Teamster officers' salaries are skyrocketing once again.

The root of the problem can be found at the highest levels of our union. James Hoffa, president of our union, promised to "cut and cap officers' salaries" when he ran for office. Instead, he has increased his own salary and that of the members of his General Executive Board. He also gave himself a lucrative "housing allowance," after pledging in his campaign to take no special housing expenses.

The General Executive Board of our International Union is now crowded with officials who are making over \$200,000 a year, often from multiple salaries. Hoffa himself was paid \$241,989 in salary alone last year, plus more than \$40,000 in expenses.

On top of these salaries, the International also pays top officials various "allowances" and even pays the employee's portion of FICA taxes. (Ask your employer to pay that for you!)

These salaries come from one source:

your dues.

Union membership is in decline. But high-paid officials are using the dues increase they sold us as "a nickel an hour for Teamster power" as a personal piggy bank. Hardworking Teamster members are the victims of this swindle.

It will take a strong reform movement within our union to put a lid on outrageous salaries and multiple salaries.

Members Ask IBT: Where Did \$61 Million Go?

The IBT's financial report to the federal government raises some troubling questions which high-level officials are refusing to answer. President Hoffa and Secretary Treasurer Tom Keegel signed and submitted this report to the Department of Labor earlier this year.

The report shows a record loss of membership and money by our union in 2002.

Membership decreased by 48,000, the largest decline in a decade. Our union had started to grow in the mid-1990s, during the term of former president Ron Carey. But now membership figures have started to sink again, and the decline is increasing.

Even more amazing, the report shows a drop in net assets of \$61 million in one year. The report shows that the IBT is operating far in the red, at the same time that Secretary-Treasurer Tom Keegel is publicly claiming to members that our union's financial house is in order.

Local 559 Secretary-Treasurer Tom Gilmartin brought these figures to the IBT's attention in May of this year, giving the IBT an opportunity to file a corrected financial report if these astounding figures were incorrect. The International Union has not done so.

TDU will be taking action to discover the truth behind the missing \$61 million in union funds.

\$100,000 Club Facts

- ▶ 270 Teamster officials made union salaries over \$100,000 last year, up 20 percent from 225 the year before.
- ▶ \$40,011,718 in dues money was paid to these 270 officials, up 23 percent from \$32.6 million the year before.
- ▶ 130 of these officials receive salaries from two or more Teamster bodies. (See *The Multiple Salary Scam* on this page.)
- ▶ 86 of these officials receiving multiple salaries get one of their salaries from the International Union.
- ▶ The leader of this year's \$100,000 Club, Frank Wsol of Chicago Local 710, pulled down a staggering \$630,231.
- ▶ If the officials in the club limited their compensation to \$100,000, our union would save \$13,011,718 a year to use to organize and win better contracts.

The Multiple Salary Scam

Would you like to make money for nothing? Who wouldn't! Some Teamster officials have figured out how. It's called the Multiple Salary Scam.

Here's how it works. These officials work hours equivalent to a full-time job. But they claim salaries from two, three, or even four different Teamster bodies. Some officials claim one salary from their local. Then one from the Joint Council. Then one from a Trade Conference. And then one from the International. And some of them still manage to make time for rounds of golf with the employers!

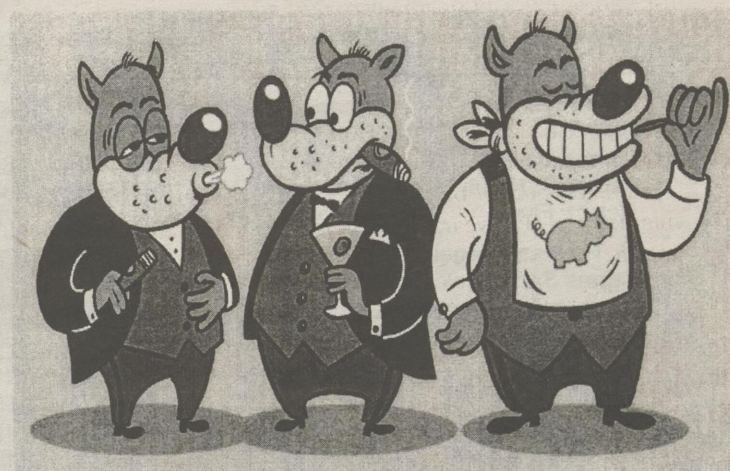
"But we work hard," say Teamster of-

ficials. Many of them do work hard. But so do rank-and-file Teamsters whose dues go to pay for the Multiple Salary Scam. And we don't get to double- or triple-bill our employer for our hours.

Many of these officials also are in special, officers-only multiple pension plans, so they will collect this same kind of money in retirement.

There is no doubt that there are many honest, hardworking officials in our union.

It is an insult to them and to rank-and-file Teamsters when some officials double, triple or even quadruple dip.



STATEMENT A - ASSETS AND LIABILITIES

Complete Schedules 1 Through 15 Before Completing Statement A

Enter Amounts in Dollars Only — Do Not Enter Cents

	Item	ASSETS	From SCH #	Start of Reporting Period (A)	End of Reporting Period (B)
				(C)	(D)
ASSETS	25. Cash			1 7 5 3 5 7 3 3	2 5 1 1 4 0 9 5
	26. Accounts Receivable			9 5 0 9 5 4 0	1 6 7 2 4 7 9 5
	27. Loans Receivable		1	6 5 7 1 2 4 0	5 1 6 9 0 5 2
	28. U.S. Treasury Securities			7 0 4 8 9 9	1 4 5 2 6 4 1
	29. Investments		2	2 6 2 4 5 3 2 9	2 5 8 4 1 7 3 9
	30. Fixed Assets		5	1 0 5 9 7 0 6 3	9 3 2 2 0 1 5
	31. Other Assets		3	5 6 8 2 0 0 5	1 4 9 5 6 5 9
	32. TOTAL ASSETS			7 6 8 4 5 8 0 9	8 5 1 1 9 9 9 6
LIABILITIES	33. Accounts Payable			1 0 9 4 7 9 9 8	1 7 0 8 7 1 0 5
	34. Loans Payable		8	2 3 7 5 0 0 0	5 6 5 0 0 0
	35. Mortgages Payable			0	0
	36. Other Liabilities		4	6 1 3 8 2 2 1 7	1 2 6 5 6 6 1 4 5
	37. TOTAL LIABILITIES			7 4 7 0 5 2 1 5	1 4 4 2 1 8 2 5 0
	38. NET ASSETS (Item 32 less Item 37)			2 1 4 0 5 9 4	- 5 9 0 9 8 2 5 4

Form LM-2 (Revised 2000)

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NET ASSETS

- 5 9 0 9 8 2 5 4

270 Officials in Biggest \$100

NAME	CITY	SALARY	TOTAL COMP	AFFILIATES	NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
Frank Wsol	Chicago	\$630,231	\$636,394	JC 25, L 710	Gary Witten	Washington, DC	143,570	158,181	Intl
John Coli	Chicago	287,291	315,324	JC 25, L 727	John Kikes	Hayward, CA	131,339	157,082	Intl, L 78
James Dawes	Chicago	279,285	287,313	L 710	Gary Labarbera ²	Lake Success, NY	140,273	156,601	JC 16, L 282
James P. Hoffa	Washington, DC	241,989	284,151	Intl	Richard Smith	Chicago	150,000	155,645	L 781
Patrick Flynn	Chicago	241,989	278,606	Intl, L 710	Joseph Tramontana	Mountainside, NJ	149,390	155,429	L 863
C. Thomas Keegel	St. Paul	219,618	276,293	Intl, L 120	Michael Mathis	Washington, DC	129,916	155,027	Intl
James Santangelo	El Monte, CA	241,979	270,642	Intl, JC 42, L 848	Paul Walsh	Boston	144,437	153,239	Intl, JC 10, L 379
Thomas R. O'Donnell	Lake Success, NY	241,913	270,438	Intl, L 817	Patrick Kelly	Orange, CA	130,356	153,237	L 952
Carroll Haynes	New York	234,106	260,607	Intl, L 237	Anthony Judge	Chicago	138,161	152,858	JC 25, L 706
Steven Gilman	New York	241,571	257,017	L 810	James McCall	Washington, DC	138,262	152,006	Intl
Thomas Puccio ¹	New York	250,000	250,000	L 295	John Williams	Seattle	132,153	150,454	Intl, JC 28, L 117
Leo Reed	N. Hollywood, CA	225,295	247,413	Intl, L 399	Joel Sosinsky	New York	146,663	150,365	Intl, L 237
Randy Cammack	Los Angeles	209,619	246,030	Intl, JC 42, L 63	Ernie Yates	Daly City, CA	144,260	149,456	JC 7, L 665
Michael Coli	Chicago	226,200	243,565	L 727	Ernie Soehl ²	Union City, NJ	131,100	149,114	Intl, L 701
Les Singer	Toledo, OH	209,906	238,879	Intl, OH, JC 44, L 20	Anthony Cousimano	N. Hollywood, CA	132,878	149,028	L 399
Louis Smith ²	New York	224,840	236,983	JC 16, L 810	Becky Strzechowski	Chicago	131,538	148,800	L 727
Steve Mack	Hayward, CA	198,385	233,534	Intl, JC 7, L 78	Robert Bayusik	New Haven, CT	134,900	148,185	L 443
Joseph Bernstein	Chicago	218,441	222,917	JC 25, L 781	Joseph Molinero	Pittsburgh	129,403	147,489	Intl, L 211
Phil Young	Kansas City, MO	190,004	222,260	Intl, L 41	Ron Larson	Sioux Falls, SD	138,403	147,336	L 749
Tyson Johnson	Dallas	193,923	221,408	Intl, JC 80, L 745	Robert Morales	San Francisco	141,257	147,184	Intl, JC 7, L 350
Doc Conder	Kansas City, MO	195,434	221,361	Intl, L 41	William Moore	Topeka, KA	112,149	147,083	Intl, MK, JC 56, L 696
Fred Gegare	Green Bay, WI	193,997	218,725	Intl, JC 39, L 75	Thomas Gesualdi	Lake Success, NY	123,669	146,983	L 282
Chuck Mack	Oakland, CA	187,029	217,947	Intl, JC 7, L 70	Donna Santoro	New York	136,738	146,623	L 810
Jack Cipriani	Greensboro, NC	192,385	213,737	Intl, L 391	Harry Dellinger, Jr.	Washington, DC	132,720	146,142	Intl
Rick Middleton	Carson, CA	194,540	213,446	Intl, L 572	Alphonse Rispoli, Jr.	Mountainside, NJ	137,763	145,333	JC 73, L 863
Anthony Rumore ²	New York	198,800	213,392	JC 16, L 812	Larry Kudla	Lake Success, NY	123,669	144,894	L 282
George Cashman ³	Boston	205,074	212,135	Intl, JC 10, L 25	Keith Gleason	Peoria, IL	138,821	144,603	Intl, JC 65, L 627
Walt Lytle	Fort Wayne, IN	187,879	210,723	Intl, L 414	Joseph Bennetta ²	Bridgeport, CT	124,975	144,186	Intl, L 191
Carlow Scaff	Detroit	164,964	209,525	Intl	Thomas Custer	Chicago	131,206	143,660	JC 25, L 673
Ralph Taurone	Salt Lake City	185,465	209,120	Intl, JC 3, L 222	Dennis Weinert	Dayton, OH	130,711	142,972	Intl, OH, JC 41, L 957
Peter Scarlatos ^{2,3}	New York	199,968	201,975	Intl, JC 16, L 831	Richard Hendershot	New York	139,401	142,355	L 237
Ken Wood	Tampa, FL	177,542	199,672	Intl, GF, L 79	Charles Harple	Washington, DC	119,280	141,635	Intl
Arthur Illery ³	New York	184,392	198,842	L 237	Brad Slawson, Sr	St. Paul	116,382	140,985	Intl, L 120
Robert Lennox	Pico Rivera, CA	180,542	198,731	Intl, JC 42, L 495	Chris Griswold	El Monte, CA	109,750	140,829	L 986
J. Allen Hobart	Yakima, WA	179,648	197,811	Intl, JC 28, L 760	Mary Salmeron	El Monte, CA	129,250	140,814	L 986
Bernard Doyle ³	Elmsford, NY	173,580	193,646	L 456	Paul Gattus	Lake Success, NY	123,669	139,773	L 282
Dan DeSanti ^{2,3}	N. Brunswick, NJ	170,530	192,575	Intl, JC 73, L 701	Harry Nespoli ²	New York	138,075	139,575	L 831
Dan Kane, Sr. ²	New York	167,013	191,811	Intl, JC 16, L 111	Ray Benning, Jr.	El Monte, CA	107,160	139,411	Intl, L 986
William Lichtenwald	Toledo, OH	150,031	190,320	Intl, JC 44, L 20	Daniel Kane, Jr. ²	New York	130,769	139,358	Intl, JC 16, L 202
Robert Bernstein	Chicago	184,265	189,821	L 781	Howard Redmond	New York	129,615	139,350	Intl, L 804
James Long	Visalia, CA	175,766	187,417	CC, JC 38, L 94	Roy Marshall ²	Washington, PA	124,076	138,758	PA, JC 40, L 585
Stuart Mundy	East Providence, RI	166,309	187,083	Intl, JC 10, L 251	William Hamilton	Philadelphia	105,209	138,756	Intl, JC 53, L 107
Lawrence Brennan	Detroit	156,602	184,709	Intl, JC 43, L 337	Dennis Raymond	Waterbury, CT	122,447	137,856	Intl, L 677
John Steger	Washington, DC	168,552	184,566	Intl, JC 55, L 639	R. Hann	Orange, CA	116,778	137,414	L 952
Ken Hilbish ³	Atlanta	148,119	184,288	Intl, GF, L 528	Robert Kelly ²	New York	134,925	136,425	L 831
John Harren	Los Angeles	168,650	183,430	JC 42, L 986	Val Fiorillo	Mountainside, NJ	127,790	136,222	L 863
Robert Bouvier ⁴	Montreal	181,353	183,318	Intl	Michael Sweeny	Chicago	125,694	135,955	L 710
Richard Volpe	Washington, DC	157,545	182,907	Intl, L 550	William Woldman	Chicago	129,120	135,942	L 731
Ernest Sowell	Houston	176,299	179,251	L 747	Denis Taylor	Baltimore	124,291	135,670	Intl, JC 62, L 355
Leon Smith	Seattle	133,836	178,995	Intl, L 117	Patricia Stryker	New York	134,740	135,174	L 237
Frank Gillen	Philadelphia	144,285	177,677	PA, JC 53, L 500	R. Petterson	N. Hollywood, CA	116,153	135,005	L 399
Edward Keyser	Philadelphia	159,485	176,476	Intl, PA, JC 53, L 500	Edmond Burke	Las Vegas	123,130	134,855	Intl, L 631
Robert Barnes	Waukegan, IL	168,050	176,278	JC 25, L 301	Charles Crawley	Houston	121,315	134,730	Intl, JC 58, L 988
John Murphy	Boston	150,701	175,883	Intl, L 122	Walter Williams	N. Hollywood, CA	118,226	134,407	L 399
Fred Zuckerman ²	Louisville, KY	164,712	175,683	Intl, KW, JC 94, L 89	Donald DiLeo	Newark, NJ	128,004	133,298	JC 73, L 408
Rome Aloise	San Leandro, CA	143,389	175,369	Intl, JC 7, L 853	Kenneth Haarala	Los Angeles	113,100	133,298	L 63
David Robinson	Saginaw, MI	123,978	171,700	Intl, JC 43, L 486	Paul Kenny	Los Angeles	110,428	133,108	L 630
David Laughton	Manchester, NH	150,740	171,562	Intl, BR, JC 10, L 633	Richard Foley	Worcester, MA	119,176	132,952	JC 10, L 170
Ken Hall	Charleston, WV	143,593	171,237	Intl, KW, JC 94, L 175	Anthony Cornelius	Green Bay, WI	120,435	132,865	Intl, L 75
Terrence Hancock	Chicago	149,970	169,884	Intl, L 731	Greg Nowak	Detroit	107,235	132,848	Intl, JC 43, L 1038
Robert White	Joliet, IL	161,451	168,329	Intl, JC 25, L 179	John Perry	Boston	115,163	132,661	Intl, L 82
John Dulczak	Philadelphia	150,974	166,278	L 837	MiKe McLaughlin, Sr	San Francisco	124,913	132,563	Intl, L 856
Thomas J. O'Donnell	Lake Success, NY	150,000	164,582	L 817	T. Marchetti	N. Hollywood, CA	116,153	131,627	L 399
James Gilmore	Waterbury, CT	148,341	164,268	JC 10, L 677	M. Masoner	N. Hollywood, CA	111,778	130,472	L 399
Richard Bell	Washington, DC	148,960	163,431	Intl	Robert Belans	Miami	119,543	129,557	Intl, GF, L 769
Nicholas Mancuso ²	New York	146,869	162,748	JC 16, L 237	Roger Hunt	Canton, OH	116,611	129,367	Intl, OH, JC 41, L 92
Ronald McClain ⁵	Des Moines, IA	143,913	161,862	Intl, L 147	Robert Hogan	Chicago	112,735	129,126	L 714
Frank Gallegos ²	Salinas, CA	133,296	160,590	Intl, CC, JC 7, L 890	Aaron Sawyer	Washington, DC	110,238	129,064	Intl, L 922
Edward Doyle	Elmsford, NY	141,670	160,561	L 456	Robert Warnock, Jr	Indianapolis	120,540	128,867	JC 69, L 364
Danny Bruno ³	Covina, CA	133,225	159,773	L 396	S. Dayon	N. Hollywood, CA	113,965	128,621	L 399
Gerald Hood	Anchorage, AK	134,021	159,738	L 959	Clifford Webb	Sacramento	114,581	128,508	JC 38, L 150
Cheryl Johnson	Toledo, OH	126,375	158,776	Intl, L 20	Anthony DiGrazia	Chicago	122,172	128,360	L 781
Danny Barton	Indianapolis	145,372	158,596	Intl, JC 69, L 135	Thomas Rosano	New York	115,000	128,173	L 812

100,000 Club Ever

ATES	NAME	CITY	SALARY	TOTAL COMP	AFFILIATES	NAME	CITY	SALARY	TOTAL COMP	AFFILIATES
Intl	Robert Walston	Chicago	115,000	128,052	L 743	Charles Leo Deaner	Washington, DC	102,330	115,207	Intl
L 78	John Bulgaro	Albany, NY	105,022	127,827	JC 18, L 294	William Leary	New York	105,420	115,192	L 804
282	Lucio Reyes	Stockton, CA	114,166	127,557	Intl, CC, L 601	Eunice Rodriguez	New York	110,914	115,164	L 237
781	Jerry Vercruse	Los Angeles	109,902	127,148	JC 42, L 630	Clifford Socquet	Waterbury, CT	103,529	114,694	L 677
863	Daniel Virtue	Harrisburg, PA	109,414	126,844	Intl, L 776	M. McHugh	Orange, CA	100,823	114,592	L 952
Intl	James Muraki	El Monte, CA	109,750	126,642	L 986	Frank Maselli	New Haven, CT	108,400	114,195	L 443
379	Walter Schuler	Detroit	117,450	126,128	L 247	Nick Nardi ²	Cleveland	105,461	114,180	OH, L 416
952	Joseph Bairos	East Providence, RI	109,050	126,112	L 251	Joe Wojciechowski	New York	105,000	114,133	L 812
706	Jerry Vincent	Louisville, KY	118,370	126,056	KW, JC 94, L 783	Mark Muller ²	Chester, PA	106,770	114,041	L 312
Intl	Gerald Gross	S. Easton, MA	105,276	125,951	JC 10, L 653	Angelo DiPietto ²	New York	105,561	113,961	L 831
117	William Lickert	White Oak, PA	120,542	125,583	PA, L 205	Charles Easley	Waukegan, IL	101,743	113,760	L 301
237	Dennis Hart	Hayward, CA	111,880	125,452	Intl, L 78	Lou Mazzei	Chicago	103,851	113,588	L 786
665	Paul Luddine	Lake Success, NY	107,538	124,998	L 282	William Buhler	New York	107,564	113,109	L 804
701	Carl Simpson	Lexington, KY	118,159	124,517	KW, JC 94, L 651	James Woodward	Washington, DC	111,211	113,077	Intl, L 639
399	Bret Caldwell	Washington, DC	100,136	124,392	Intl	John Gerow	Union, NJ	103,654	112,859	L 97
727	Greg Lucidi	Trenton, NJ	116,283	124,144	JC 73, L 35	Jerry Putnam	Fort Worth, TX	107,480	112,776	JC 80, L 997
443	Lamont Byrd	Washington, DC	104,666	124,069	Intl	Frank Narducci	Philadelphia	100,024	112,761	L 837
211	Thomas Aloisio	Detroit	114,750	123,747	JC 43, L 247	Sean O'Brien	Boston	110,192	112,375	L 25
749	Joseph Martucci	Chicago	103,953	123,278	L 714	Kenneth Walker	Pico Rivera, CA	103,261	112,163	L 495
350	Kenneth Lange	St. Louis	103,007	123,233	JC 13, L 6	Gary Tiboni	Cleveland	101,900	111,516	L 436
696	Joseph Valenti	Detroit	122,825	122,970	JC 43, L 214	Johnie Brown	New York	108,557	111,514	L 804
282	David Lucas, Jr.	East Hartford, CT	106,960	122,779	JC 10, L 671	Thomas Ziembovic	Detroit	103,950	111,392	L 247
810	Steven Vairma	Denver	103,631	122,731	Intl, JC 3, L 435	Gerald Bartone	New York	100,265	111,374	L 810
Intl	Carl Gentile	Worcester, MA	109,176	122,709	L 170	Colleen Brady	Boston	105,942	111,218	Intl, L 25
863	Anthony Pirozzi	Lake Success, NY	107,538	122,697	L 282	Timothy Lehman ²	Chester, PA	101,382	111,159	Intl, L 312
282	Earl Baker	Oroville, CA	118,637	122,646	L 857	Steven Labrie	East Providence, RI	100,463	110,977	L 251
627	Gerald Zero	Chicago	109,118	121,943	L 705	James Barnes	Waukegan, IL	104,759	110,849	L 301
191	James Minisci	Los Angeles	115,089	121,538	L 578	Frankie Luckett	Chicago	101,087	110,757	L 710
673	Claude Gray	Greensboro, NC	107,852	121,511	Intl, JC 9, L 391	Arthur Parker	Houston	103,877	110,546	JC 58, L 968
957	Wendell Shepherd	Lake Success, NY	107,538	121,267	L 282	Paul Jacobs	Detroit	106,650	110,494	L 247
237	Anthony Donato	New York	113,094	120,922	L 804	Colvin Bolton ²	Louisville, KY	102,025	110,403	L 89
Intl	Robert Paffenroth	Los Angeles	103,812	120,912	Intl, L 63	Keith Clavin	Kansas City, MO	106,089	110,390	MK, JC 56, L 41
120	Ronald Germana	New York	120,840	120,878	L 237	John Mahoney	Boston	103,888	110,372	L 379
986	Mark Harrington	Boston	112,782	120,310	Intl, L 25	John Kuziel	Waukegan, IL	101,743	110,329	L 301
986	Paul Kozicki	Detroit	110,700	120,250	L 247	Blase Messina	Chicago	103,231	110,269	L 710
282	Anthony Magrene	New York	111,224	120,169	L 804	James Walker	New York	107,147	110,182	L 804
831	Paul Cardullo ²	Philadelphia	109,034	120,001	GF, JC 53, L 929	Brian Carroll	East Providence, RI	101,032	109,670	L 251
986	Richard Loy	Norristown, PA	106,262	119,971	L 384	Edward Dion	Daly City, CA	102,731	109,667	L 665
202	Joseph Vitta	New York	105,000	119,970	L 812	Faith Newyear	Waukegan, IL	108,692	109,309	L 301
804	Bernard McSorley	New York	115,920	119,913	L 237	David White	Baltimore	101,867	109,023	L 355
585	Evaristo Pabon, Jr	New York	113,914	119,315	L 237	Mark Gleason	Daly City, CA	100,643	108,514	L 665
107	James Hogan	Chicago	104,308	119,283	L 714	Paul Rime	Minneapolis	100,973	107,496	JC 32, L 638
677	Louis Digiampaolo	Boston	107,766	119,196	L 25	Hugene Roberts	Mountainside, NJ	103,100	107,192	L 863
952	Robert Gaines	Norristown, PA	106,262	118,999	L 384	George DiPilato	Philadelphia	106,502	106,502	L 502
831	Carolyn Washburn ²	Louisville, KY	116,380	118,839	KW, L 89	William Carnes	Boston	103,264	106,469	L 25
863	Robert Gillihan	Kansas City, MO	101,800	118,508	MK, JC 56, L 541	Stanton Orr	Miami	103,860	104,410	L 769
710	Robert Keller	Norristown, PA	108,960	118,460	L 384	George Miranda	Engelwood Cliffs, NJ	100,686	104,003	L 815
731	Ritchie Reardon	Boston	106,386	118,258	L 25	Joseph Yeoman	Atlantic City, NJ	102,000	103,919	PA, JC 53, L 331
355	Francis Connolly	New York	108,900	118,189	L 817	Patrick Passaretti	New York	100,620	103,410	L 237
237	Victor Nuzzolilo	Worcester, MA	109,175	118,064	L 170	Willie Smith	Jackson, MS	103,020	103,020	JC 87, L 891
399	Donato Dimola	Union, NJ	108,930	117,817	L 97	Tony Barr ²	Springfield, IL	100,596	100,965	JC 65, L 916
631	Gerald Ranita	New York	108,267	117,561	L 804					
988	Moronke Oshin-Martin	New York	117,496	117,496	L 237					
399	John Murphy	Boston	108,403	117,457	L 25					
408	Jeff Padellaro	Manchester, NH	104,125	117,282	L 633					
L 63	Louis Bisignano	Lake Success, NY	107,538	117,073	L 282					
630	Michael Haffner	Waukegan, IL	107,775	117,041	L 301					
L 170	Michael McGaha	Greensboro, NC	101,078	116,931	Intl, JC 9, L 391					
L 75	John Millett	Worcester, MA	109,176	116,884	L 170					
1038	Gerard Vezina	Worcester, MA	109,175	116,643	L 170					
L 82	Thomas Dziedzic	Buffalo, NY	106,437	116,324	Intl, JC 46, L 264					
856	Michael Clark ²	Chester, PA	104,358	116,311	Intl, L 312					
399	Patrick Defelice	New York	107,819	116,307	L 804					
399	Matthew Condrón	Norristown, PA	107,423	116,247	L 384					
769	George Brier	Waterbury, CT	103,529	116,174	L 677					
L 92	Joseph Galli	St. Louis	113,801	116,142	MK, JC 13, L 688					
714	Andrew Marshall	Phoenix	106,324	116,073	Intl, L 104					
922	James Tobin	Sacramento	101,133	115,954	L 150					
364	Thomas Sperlazzo	New York	107,575	115,769	L 804					
399	James Peters	Worcester, MA	109,175	115,671	L 170					
150	Dominick Tocco ²	Cleveland	103,927	115,532	OH, JC 41, L 416					
781	Dennis Vadini	Cleveland	109,870	115,445	Intl, OH, JC 41, L 52					
812	David McCarthy	Worcester, MA	109,176	115,401	L 170					

Footnotes:

1. Non-salary trusteeship fee.
2. Figures from 2001 used in whole or in part. Figures from 2002 not yet available.
3. No longer an official due to retirement, removal, defeat in an election or other reason.
4. Figures in Canadian dollars, and only for International salary. Canadian affiliate salaries are not available.
5. Figures from 2000 used in part. Figures from 2001 or 2002 not available.

This chart includes Teamster officials and staff who received salaries of over \$100,000 in 2002. This information was compiled and analyzed from hundreds of

Department of Labor LM-2, LM-3 and IRS Form 990 reports. Total compensation includes salaries, allowances, and expenses, but does not reflect other benefits such as pensions and automobiles, etc.

Several LM-2 forms for 2002 have not yet been made available. Updated information will be available from TDU as we obtain it.

Key: Intl=International Union; JC=Joint Council; OH=Ohio Conference; KW=Kentucky-West Virginia Conference; BR=Brewery and Soft Drink Workers Conference; BA=Bakery and Laundry Conference; GF=Georgia-Florida Conference; PA=Pennsylvania Conference; MK=Missouri-Kansas Nebraska Conference; CC=Cannery and Food Processing Unions Conference; L=Local

UPS: One Month into the New PAS System

Bob Newhouse

Local 435, UPS, Denver

(This article originally appeared on the www.DenverBrown.com website.)

Well, a month of DPS/EDD/PAS etc. has gone by. We've laughed about it and whined about it. Now the crying is about to come. The first noises about production have reared their ugly heads. Management is making the assumption that your training rides to teach you EDD were also production rides. Additionally they thought they were space and visibility, and any other ride they could get credit for.

The fact is; the company carefully set up loads, with all sequence numbers showing, and put everything carefully in its correct place. Additionally, the management people on the cars helped with package selection, and multiple package stops, thus negating their ability to use these rides for official production rides. As of this date; it takes three consecutive rides to qualify as a documentation of productivity. Obviously, none of this continued after training day.

The perfect loads of the training weeks are nowhere to be found now. The imper-

fections of the new system are becoming painfully obvious. The biggest problems are the new "pal" labels, which have all of the sequence, tracking, and truck information on them including the address of delivery.

The new system has raised the following questions:

► I very often make stops that are listed in EDD but there is no package on the car. What is my MAR for driving to a nonexistent stop and tearing the car apart looking for a package that is not there?

► I very often make stops where there are multiple packages on the car, but only one of them shows up in EDD. How much time have I saved by making a return trip, or searching the car? (Something I am not supposed to do.)

► I very often find packages on the car that are not included in EDD. Some of them are outright misloads, and others are packages for my area that just don't show up. They get loaded anyway because the preloader knows where they go, but I have no clue they exist because

I no longer sort my load. How much time have I saved having to chase across my area to deliver these unmarked, un-EDDED packages?

These are just a few examples of the problems with the new system. As has been the case in the past with new implementations of new systems, UPS loves to put out new technology but doesn't want to do the truly hard work ahead of time. Our loop system is from the mid '80s and was never intended to be an exact science. Additionally a good deal of the city as it is today, did not exist in those days. So what does all of this mean to you the driver?

The company intends to recover its costs to implement this program through increased performance of drivers and the preloader. The costs alone for a small building like the Englewood building hit in the millions of dollars with training costs, let alone the cost of building modification. The costs for the Commerce City facility would be staggering.

In defense of the new system, it does save time each time everything falls into place. When the "pal" label is correct, and placed on the correct package, and the package is then routed to the correct belt, and the preloader places it in the correct car, on the correct shelf, along with all of the correct addresses, it can save time. Lots of corrects there, huh! Well, the fact is most of the packages do get loaded correctly. But some don't and that eats up that super duper new production standard being set. I'm sure it will improve with time.

What is a driver to do?

Try to deliver your load as accurately as you can. Don't be afraid to look around for exception stuff such as misplaced multiples and misloads. Don't sweat the small stuff. The company will have to improve their load quality before they can truly hold you accountable for errors in the system.

Remember, your union contract is founded on the principle of a fair day's work for a fair day's pay. Do the best you can and don't be lazy about notifying your supervisor of exceptions in your day. Keeping a problem to yourself makes it your problem, notifying your supervisor makes it theirs. Be upfront

about mistakes, yours, theirs, etc. It's a new day. Oh yeah, and let's not forget: work as directed.

What does the future hold? Well this is just my speculation, but one thing will be an 85 percent on-trace MAR. Production will be held to a very close stop-per-hour standard. Preloaders will be held to a close standard for misloads. The day will dawn and there will be a new day at UPS.

For more on this issue, and to access other useful information, go to the www.denverbrown.com website.

National UPS

Meeting

Oct. 24-26

TDU Convention

Detroit

See pages 11 and 12 for information.



UPS Teamsters need to be at the TDU convention in Detroit the weekend of Oct. 24-26.

I can tell you from experience that the convention is the best place to learn how to enforce the contract and to get other members involved.

UPS is trying to walk all over us with supervisors working, 9-5s, bogus discipline for mis-scans, etc.

Our officials are dropping the ball on educating members about defending the contract. Luckily, TDU is there to pick it up. That's why I am a proud TDU member, and that's why I'll be at the TDU convention in Detroit. I'll see you there.

Mike Solomon
Local 270, UPS
New Orleans

Green Light from the International?

UPS Guts New England Supplement Mid-Contract

UPS, in a deal with Local 25 officials, has gutted strong language in the New England supplement that guarantees premium pay for all Sunday work. Now management is pressuring other New England locals to cut a deal as well.

Under the master agreement, the National Negotiating Committee must approve any changes to supplements. The International has the power and the responsibility to put an end to the company's campaign for mid-contract give-backs in New England. If not, UPS management will target other strong supplemental language to try to win through intimidation and deals what they could not negotiate at the bargaining table.

The New England concession drive began because UPS wanted the regular workweek for the Day Sort at the Chelmsford, Mass., facility to be Thursday to Sunday. The problem (for management) was the New England supplement guarantees time-and-a-half pay for Sunday work. So UPS approached Local 25 and asked the local to waive members' right to premium pay. If not, UPS threatened they would close the Day Sort in Chelmsford and do the work at the CACH facility in Chicago, as well as eliminate 15 to 25 feeder jobs.

Local 25 officials passed the buck. Under the guise of "letting the members decide," Local 25 officials held a vote under conditions they knew would guarantee the company got what it wanted. On Aug. 8, balloting was conducted in the UPS facility instead of the union hall. Only part-timers and feeder drivers were

allowed to vote, disenfranchising all other Local 25 UPSers, all of whom have a stake in the company grabbing mid-contract concessions.

To sweeten the pot, part-timers were offered a \$200 bonus for working the Sunday to Thursday shift. Feeder drivers were offered just a 25 cents an hour increase to give up their time and a half on Sunday.

The 75 feeder drivers voted no by more than a two to one margin. But the 290 part-timers, each offered a \$200 pay-off, voted overwhelmingly to accept.

Feeder drivers immediately filed a grievance and predicted in a flyer entitled, "No Sunday Work" that UPS "will be going building to building throughout the New England area telling you that you will lose jobs if you don't agree to make Sunday thru Thursday your regular work week."

They were right. Management has told New Hampshire Local 633 that if they do not accept the same concession, the company will move the work to Chelmsford! Maine Local 340 is also reportedly getting the same squeeze.

The lack of leadership from the International on this issue has allowed UPS to pit local against local and member against member. The whole purpose of a national agreement is to protect members from these union-busting tactics.

We have to wait six years to fix contract language that works against us. Why is the IBT giving UPS a free ride to gut the few provisions that actually work in our favor?

Mysterious Disappearance in Article 6

You would think that after taking nearly a year to publish contract books at least they would be accurate. Not so. Take a look at Article 6 for example. Compare it with the previous contract and the contract ratification materials and you will see that an entire paragraph is missing. In the 1997-2002 contract the last part of Section 1 read, "In addition, an employee's refusal to sign a company form relating to the principle of a fair day's work shall not be used for disciplinary purposes unless the signing is required by law or by this agreement."

There was no indication in the contract ratification materials that this section had been deleted. Members have written to the Teamster parcel division to unravel this mystery.

Article 32, Premium Services, also has an odd discrepancy. Most of the mileage pay rates in Section 3 are slightly lower than the rates printed in the contract ratification materials.

What's up IBT? Members need to know if these are errors, and if they are not errors, why changes have been made to the contract without a vote.

Health Benefits Cut at UPS, Freight, Carhaul Teamsters

Did They Lie to Sell a Contract?

"We kept our strong health care — with no increased cost to the members."

— James Hoffa, Feb. 6, 2003, IBT Bulletin on Freight Contract Settlement

Strong health care, with no increased cost to members. That exact same claim was made when the UPS contract was voted on a year ago, and when the freight and carhaul contracts were voted on a few



The TDU Convention is the place to be for Teamsters who want to fight back against benefit cuts and make our union stronger.

I'm going to be seeing a smaller pension check when I retire because of the pension cuts in the West this year. Other brothers and sisters are having their health coverage cut. We'll be meeting to plan how to fight these cuts.

If you are as concerned as I am about the attack on our benefits, you should be there.

Kathy Coon

Local 206, Safeway Warehouse
Portland, Oregon

months ago.

It sounded good. The contracts were approved. But for over 100,000 Teamsters, it was a lie.

As that press release was being prepared by Hoffa's staff, other Hoffa staffers who are trustees of the Western Teamsters Welfare Trust were planning a major cut in benefits for every freight and carhaul Teamster in the West. And the International officials who are union trustees of the Central States Health and Welfare Fund were planning the same for UPS, freight and carhaul Teamsters in the Midwest and South.

Teamsters were promised, in writing, five years of health benefits without extra costs and without cuts in benefits. For many Teamsters that promise lasted only a few months.

Western Health Benefits Cut

In the West, freight and carhaul Teamsters had big benefit cuts go into effect on Sept. 1. That's three months into the carhaul contract and five months into the freight contract. Instead of no annual deductible, it's now \$200 per person (not per family); the out-of-pocket annual max went from zero to \$6,000 per family, or \$15,000 per family if you go out of network; co-pays for prescriptions, emergency room care, and physician visits went way up; hospitalization and lab co-pays went from zero to 20 percent, and 40 percent if you go out of network.

The average Teamster family is going to lose thousands of dollars in medical bills. Does that sound like the promise: *no increased cost to the members?*

Central States Cuts Due Soon

The same kinds of cuts are soon to hit in the Central States Health and Welfare Fund, which covers most (though not all) UPS, freight, and carhaul Teamsters in

the Midwest and South. The fund has not named the cuts yet, but has issued bulletins threatening benefit changes and attempting to soften people up for what is to come.

Central States is likely to slap retirees again with higher monthly premium costs, and may make it harder to get retiree coverage at all.

The big reason given is the stock market decline of 2000-2002. But does that make sense? These three contracts were signed in the past year, and the stock market has actually gone up 16 percent in the first eight months of 2003.

Some Teamsters Protected Why Not All?

UPS Teamsters in the West, and some other Teamsters in the East as well, are not suffering these cuts. Why?

The Western Region UPS Supplement contains a "maintenance of benefits" clause, something that should be in the contract nationally but is not. This means UPS must maintain benefits and bears the burden of making sure that happens.

Fight for Justice in Central States Grows

The battle for justice for Teamsters and retirees in the Central States Pension Fund is heating up. Teamsters are distributing an "Eviction Notice" which calls on the union trustees of the fund to resign if they refuse to be accountable to Teamsters who really own the fund.

Concerned Teamsters will be gathering at the National Summit of the Pension Improvement Committee, to be held at the TDU Convention on Oct. 24-26.

Which Side Are You On?

International Union officials have sent a letter to all local unions defending the unfair reemployment rules that deny Central States Teamsters the right to a pension if they need to supplement it with full- or part-time work. The letter also attacks the Teamster brothers hurt by the reemployment rule that are suing the fund.

This attack was signed by International Vice President Fred Gegare, who has multiple pensions paid by members' dues. His richest one has no reemployment rule at all.

Gegare says he is happy that the members' lost a motion in court to get class certification for their lawsuit against the unfair rules, which he calls "a TDU attack on reemployment rules." Gegare should be ashamed of himself.

If he would do his job as a trustee of the fund, this issue would already have been resolved fairly.

TDU is proud to stand with members who are fighting unfair rules that steal their hard-earned pensions. We know

This clause also means that over \$2 more per hour for every UPS Teamster will go into the pension fund by the end of the contract, because pension money cannot be diverted to the health and welfare fund.

This valuable clause provides real protection for Teamsters, and if it had been extended to other areas and contracts, new cuts could have been avoided.

Some Teamsters Have No Worries

If you look at pages 6-7, you will see the names of some Teamsters who have no health and welfare worries at all. They have a Cadillac plan, and it covers them and their families in retirement also, at no cost to them. They work for the International Union, and most of the union trustees who make the decisions on health benefit cuts for our families are in this very group.

When Tom Leedham ran for General President in our last Teamster election, he stated that James Hoffa liked to "talk tough, settle short, and declare victory." Look at what is happening to Teamster benefits, then ask yourself if brother Leedham was right.

which side we are on. We challenge the Hoffa administration: which side are you on?

Reemployment Lawsuit Goes Forward

The lawsuit launched by members and retirees as part of the campaign to win pension justice, *Herman et al v Central States Pension Fund*, is currently slated for trial in October. Motions may be filed calling on the judge to issue a summary judgement, a decision without a court hearing. The case challenges the fund's arbitrary enforcement of its reemployment rules.

The fund's attorneys tried and failed to get the case dismissed, and depositions of fund executives have now been taken.

In August Federal Judge Suzanne Conlon denied the members' motion for class certification. Rather than appeal that issue to a higher court, and slow down the case, the members' attorneys are moving forward on behalf of the eight named plaintiffs. Regardless of the class certification ruling, a victory in the lawsuit will benefit all active and retired participants in the fund.

The lawsuit has already shown clearly who is on what side in this matter: it's time for members to demand — using their votes if necessary — that Teamster officers stand up for justice. If Teamster retirees need to work to support their family, and they do not undercut any Teamster contracts or organizing, they should be allowed to do so. Those who stand in the way should be removed.

Don't Miss Important Pension Meetings at the TDU Convention!

The Central States Pension Improvement Committee will hold an important national summit in conjunction with the TDU convention Oct. 24-26 in Detroit. The summit will bring together CSPIC leaders and supporters, pension experts and attorneys to present a plan of action to concerned Teamsters and retirees. Ann Curry Thompson, lead counsel in the *Herman et al v. Central States Pension Fund* case, will be present to give a legal update.

The Western States Pension Improvement Committee will also meet to plan and prepare for action to defend Teamsters in the West against the attack on their pension and health and welfare benefits.

The convention will also feature pension and health benefits workshops.

Register using the form on the back page.

RISE's 'Reformers' Charged with Retaliation

President Hoffa's anti-corruption program, Project RISE, praises Local 854 as a reformed local whose "leadership is perceived by the members as honest, responsive and working for the good of the local's membership."

But for the second time this year, the National Labor Relations Board (NLRB) has issued charges against Local 854 officials for illegally retaliating against local members for trying to enforce their on-the-job rights and democratize their union.

The situation is an embarrassing one for the Hoffa administration. Project RISE praised Local 854 for ending the local's domination by Joseph Curcio, a Gambino crime family associate who owns Consolidated Bus Transit and other school bus companies. But now both of Local 854's

top officers are charged by the NLRB with retaliating against members as part of a scheme by Curcio and CBT management to crack down on union activists.

This spring, President Daniel Gatto was charged by the NLRB with assaulting shop steward Jona Fleurimont and threatening to have the company discipline him. Gatto threatened Fleurimont because he refused to dole out extra work assignments to his fellow members in keeping with a company scheme that the NLRB also charges was illegal.

Last month, Secretary-Treasurer Ann Stankowitz was charged with illegally interrogating members about their union activities and with failing to represent members who had been illegally spied on by the company and were being threat-

ened with termination and arrest.

The members' crime? They had gone to the Board of Education to try to win justice for two co-workers, Juan Carlos Rodriguez and Raymond Figueroa, who were illegally fired by CBT management.

The NLRB has issued multiple charges against CBT in connection with the interrogation, surveillance, threats, retaliation and illegal terminations.

Shared Interests

Who is really behind the mess at Local 854 and CBT? Is the company doing the union's bidding by going after rank-and-file reformers? Is the union doing the company's dirty work by retaliating against activists? Or is this a joint campaign to defend the shared interests of company and Teamster officials?

However you slice it, this attack on Teamster members is a black eye to our union and an embarrassment for the Hoffa administration. If Local 854 is, as RISE tells us, a local with a "reformed culture and successful internal controls," then what can members expect from a corrupt, employer-dominated local?

The Local 854 scandal further undermines the credibility of RISE at the same time that Hoffa is pushing for it to replace the Independent Review Board as the neutral agency that members are supposed to depend on to crack down on corruption and protect their rights.

Whatever RISE's view, the NLRB will proceed with its charges against the company and union in a trial scheduled for November.

As *Convoy* goes to press, Local 854 is seeking to delay the trial. CBT has agreed with the local's request for a delay. Members continue to push for a timely trial.



Project RISE Praises Local 854 for Reforms

A study, "The Teamsters: Perception and Reality," prepared for the International Union in accordance with Project RISE (Respect, Integrity, Strength and Ethics), praises Local 854 for eliminating criminal influences in the union and instituting democratic reforms that will keep the union in the members' control.

Local 854 is cited for achieving an "organized crime-free environment" and the "emergence of leaders who would rebuke any efforts" by organized crime to come back.

"We've worked hard to put this union back in the members' hands," said Local 854 President Daniel Gatto. "This report validates our efforts, but we cannot relax. We will continue our reform efforts and build a strong, democratic

Continued on back page

Hoffa was featured on the front page of the Local 854 News with president Daniel Gatto with the article reporting on RISE's praise for the local.

Want to learn more about your rights?

Attend the TDU Convention!

Our History Revised

100th Anniversary Event Omits Chunk of History

Diana Kilmury
Trustee, Local 155

Vancouver, British Columbia

That the victors get to write the history was never more evident than at the celebration of our union's centennial, held in Washington, D.C., on Sept. 6, 2003. One-hundred years of Teamster history was reduced to the presidencies of Dan Tobin, James R. Hoffa, and James P. Hoffa, as more than one quarter of our union's history, the crucial years of 1971 to 1999, the defining struggles in which many of us participated, and key players were excised by Hoffa's historical revisionists.

Former General Presidents Cornelius Shea, Dave Beck, Frank Fitzsimmons, Roy Williams, Jackie Presser, William McCarthy, and of course, Ron Carey, were summarily dismissed. Except for a list of former officers in the back of the commemoration book and a small picture of Billy McCarthy on a children's slide, they vanished without a trace.

Oh, they mentioned the UPS strike and the enshrining of "one member, one vote" in the constitution, but failed to give credit where it was due.

They reveled in the unity, strength, and financial security of the union while railing against the cost of the Consent Decree. They failed to mention that it was the endemic corruption that they supported that led to the designation of our union as "an enterprise captured by organized crime," and the RICO lawsuit.

They failed to mention their vociferous opposition to democracy that led to the formation of TDU and our long struggle to gain the right to vote.

They failed to mention the 1991 election, in which the membership overwhelmingly threw out the old, corrupt, and anti-democratic officers who had besmirched our reputation while selling us out to both the employers and organized crime, leaving us with sweetheart con-



tracts and ravaged pension plans.

And finally, they failed to mention that it was their intransigence that weakened and nearly broke the International Union, as they refused to fund the strike fund, scabbed on the NMFA strike, undermined the UPS strike, and refused to accept the democratically expressed wishes of the membership, plunging us into a debilitating civil war.

No matter, the history of the union is safe with us; it is in the hearts and minds of those of us who lived it. No book, video, or speech can un-ring our bell, deny our accomplishments, or the fervor and justice of our struggle.

We stood tall, fought back, and ultimately succeeded in changing our union forever. Hoffa would do well to remember that those who do not remember history are destined to repeat it.

Diana Kilmury is a long time TDU member, and an International Vice President (the first woman ever elected to serve as one) from 1992-1998.

Her life story as a crusader for Teamster democracy is captured in the movie "Mother Trucker."



Mike LaRocca and Blair Kenny
Local 118, Wegman's, Rochester, N.Y.

We plan on attending the Convention to learn more about how to effectively fight for the rights of the membership.

It is our goal to reform and strengthen Local 118 and we will embrace every resource available to accomplish unity, contract enforcement, and fiduciary responsibility and to create an atmosphere where membership participation is encouraged and rewarded.

In November we will be running for local union office. Many of the ideals set out in our campaign platform will be addressed in workshops at the TDU Convention.

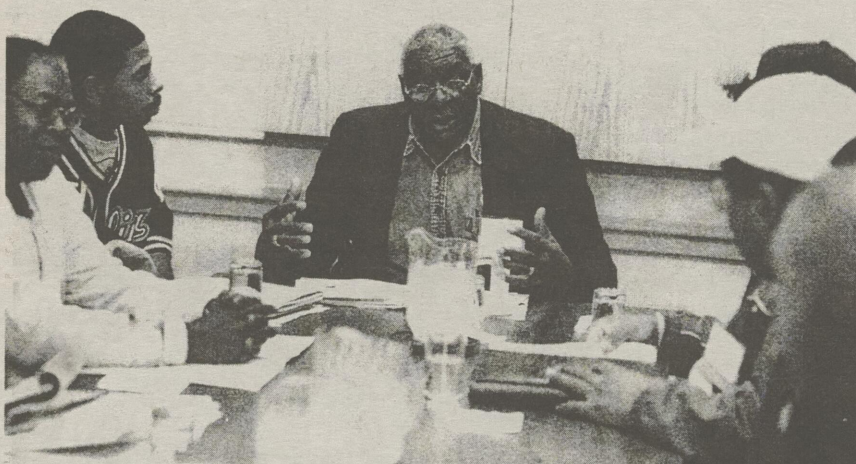
The convention will be a great opportunity for us to enhance our current campaign and help us achieve the goals we have set for ourselves and our local.

TDU Convention
Oct. 24-26
Westin Hotel
Detroit Airport



"There is no better place to catch the spirit of solidarity than at the TDU Convention. If our whole union had the energy and the spirit that you find at the convention we would be light years ahead on all fronts. Make your plans now to attend.

Dawn Stanger
Local 597, UPS, Vermont



Important Pension Events

The **Central States Pension Improvement Committee** will be holding a national summit.

The **Western States Pension Improvement Committee** will be meeting to plan a fightback against pension and healthcare cuts.

Educational workshops on subjects that matter to you:

- ▶ Legal rights on the job and in the union
- ▶ Organizing to win strong contracts
- ▶ Using the grievance procedure to build power on the job
- ▶ Fighting apathy and getting members involved
- ▶ Running for local union office
- ▶ Pension and health benefits
- ▶ ...and many more!

Special industry meetings for Teamsters at:

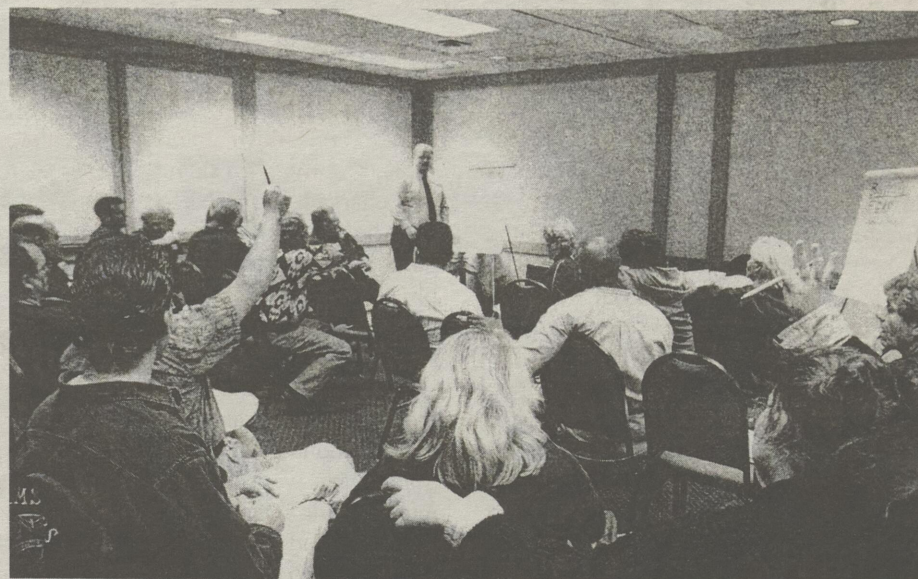
UPS, freight, carhaul, grocery warehousing, public sector, meat-packing, and other industries.

Speakers and workshop leaders will include:

- ▶ **Robert Schwartz**, attorney and author of the Legal Rights of Union Stewards
- ▶ **Paul Taylor**, truck safety expert
- ▶ **Michael Belzer**, labor economist and author of Sweatshops on Wheels
- ▶ **Ann Curry Thompson**, attorney representing Teamsters against the Central States Pension Fund.
- ▶ **And many other** educators, union officers, attorneys, stewards and rank-and-file leaders.

Democracy in Action

Members will elect our TDU steering committee and set the course for the Teamster reform movement in 2004.



Convention Information

When and Where

The convention will begin Friday at 1 p.m. and end Sunday at 3:30 p.m.

All events will be held at the Westin Hotel, Detroit Metropolitan Airport.

The Westin is located in the Northwest terminal. Free shuttle service is available from other terminals.

Childcare is available by advance reservation only. Contact us before October 1.

Call TDU at 313-842-2600 for more information or to register.

Comfortable Location

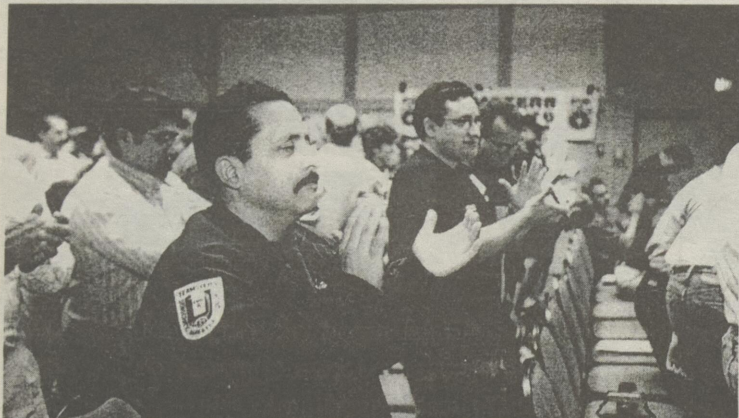
The Convention will take place in the elegant new Westin Hotel, conveniently located at the Detroit Metropolitan Airport. The hotel features comfortable, attractive accommodations with a fitness center and indoor pool.

Saturday Banquet

Enjoy good food, entertainment, and the company of good friends at the Saturday Banquet. There will be special guest speakers and first hand reports on developments in our union and throughout the labor movement. Lively entertainment will be provided.

October 24-26, Westin Hotel, Detroit Airport

TDU Rank & File Convention



- **Want to learn how to stand up to the boss and win?**
- **Concerned about the attack on your benefits?**
- **Tired of union officials who won't back you up?**

Come to the TDU Convention and find out what you can do about it!

Join hundreds of rank-and-file Teamsters, experienced union administrators, labor experts and attorneys for a weekend of educational workshops, important planning meetings, and discussion with fellow Teamsters.

Meet rank-and-file Teamsters from throughout the U.S., Canada, and Puerto Rico who are working together to build a strong and democratic union that can take on the bosses.

The TDU Convention is the place to be for Teamsters who want to make a difference on the job and in their union!

See page 11 for more details.

Use the form at right to register today!

**Special Pension Meetings
for Teamsters in Central
States Pension Fund and
Western Conference
Pension Fund!
See page 9 for details.**

TDU RANK & FILE CONVENTION, OCT. 24-26

GET EARLY DISCOUNT!

Postmark your registration no later than Oct 1 and receive \$10 discount (\$5 for one day) with 50 percent deposit. See below for travel discounts that may also apply.

CONVENTION REGISTRATION

Includes cost of all convention materials, meeting space, coffee breaks, meals and Saturday banquet and program.

HOUSING

Reserve rooms through TDU at special group rate. All rooms \$90 per night (tax included), for one or two people. If sharing cost of room, please indicate other party.

MEMBERSHIP

If not a member of TDU, join today. Includes subscription to *Convoy Dispatch*.

DISCOUNTS

Early registration and travel discounts for Teamsters and spouses. Enclose full payment or 50 percent deposit to receive early registration discount.

CREDIT CARD PAYMENT

Visa/MC # _____

Exp. date ____/____/____

TDU invites all Teamsters interested in defending our contracts and reforming our union to join us and attend the convention. We do reserve the right to exclude those who are opposed to TDU and its principles.

Name _____ Local _____

Address _____

City _____ State _____ Zip _____

Phone (____) _____ Company _____

If registering for others please include same info.

of people

Fri., Sat. & Sun. \$195 x _____

Sat. & Sun. 165 x _____

Sat. only 120 x _____

Total Registration Cost = _____

☐ non-smoking room ☐ smoking room

_____ single room

_____ double room with _____

☐ Thurs. ☐ Fri. ☐ Sat. ☐ Sun.

of nights x \$90 = Housing Cost = _____

☐ \$40 - one-year membership

☐ \$95 - three-year membership

☐ \$25 - spouses, retirees and Teamsters
grossing under \$22,000

Membership Cost = _____

TOTAL COST = _____

_____ \$10 if postmarked by Oct 1 (\$5 if one day)

_____ \$10 travel over 500 miles one way

_____ \$20 travel over 800 miles one way

Total Discount = _____

Cost minus discounts = _____

AMOUNT ENCLOSED = _____

BALANCE DUE = _____

Return to: TDU, Box 10128, Detroit, Mich. 48210